



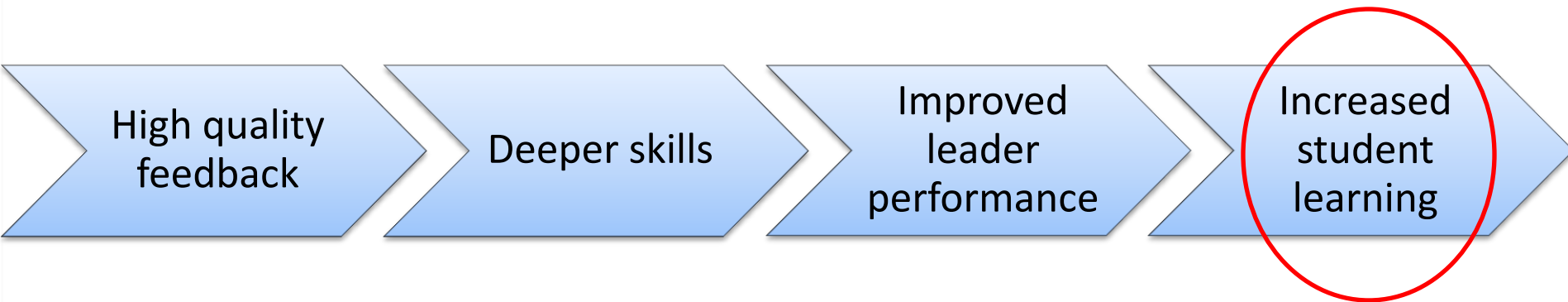
Revised Administrator Evaluation

Dr. Sara Heyburn

Dr. Paul Fleming

Why Do We Evaluate Administrators?

To provide high quality feedback that deepens skills and improves leader performance, leading to increased student learning.



Recent Changes with Principal Evaluation

- First to the Top Act passed in 2010
 - Included new teacher and principal evaluation systems
- New teacher and principal evaluation systems implemented statewide in 2011-12
- Efforts to further revise principal evaluation rubric:
 - Revised TILS, 2013
 - Pilot in 2013-14
 - Full implementation of revised rubric in 2014-15

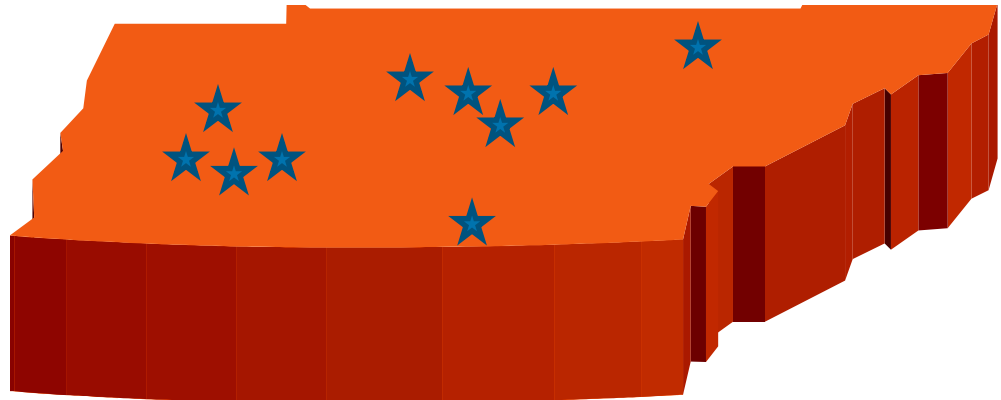
The Revised Administrator Rubric

The rubric includes:

- An overview with a clearly defined purpose and strong research base to support leadership practices directly related to substantial gains in student achievement
- 4 TILS Standards
- 17 indicators
- Multiple descriptors for each indicator
- 2 types of evidence for each indicator: practices and outcomes
- A brief 'Glossary of Terms'

Participating Districts in 2013-14 Pilot for Administrator Evaluation*

- Davidson County
- Decatur County
- Franklin County
- Jackson-Madison County
- Lexington City
- Milan SSD
- Putnam County
- Trousdale County
- Wilson County
- Union County



* 245 schools in Pilot, 13% of all schools in Tennessee

Administrator Evaluation Advisory Council

- 16 Council members, comprised of Directors, Instructional Supervisors, University Professors, Principals, and Assistant Principals
- Met monthly with TDOE to share and provide feedback on pilot.
- Reviewed data and feedback from the 10 pilot districts.
- Informed revisions to the rubric content, processes, and supporting tools
- Gathered feedback from various stakeholders to inform future revisions to administrator licensure.
- With Department staff, present a joint recommendation for 2014-15 statewide rollout of the revised Administrator Evaluation rubric to the State Board of Education.

Key Feedback from Administrator Evaluation Advisory Council

- Reduce the number of indicators for the 2014-15 school year.
- Observations should be weighted differently to recognize different roles and to emphasize growth and mastery throughout the school year.
- Support tools should be made available to all districts to increase frequency and quality of feedback for both administrators and evaluators.

Communication Plan for Non-Pilot Districts

- Information and training sessions conducted by May 1, 2014:
 - 8 regional Superintendent Study Council sessions
 - 4 TOSS-sponsored sessions for Superintendents
 - 8 regional Supervisor Study Council sessions
 - 8 regional Principal Study Council sessions
 - 1 session for all CORE District TEAM coaches
 - Regular updates at the monthly Superintendent Study Council Executive Committee meetings
 - 1 session at the annual TN Principal Association conference
 - 1 session at the annual School Law Seminar at Tennessee Tech

Implementation Timeline

■ Spring 2014

- Rubric content, process, support tools, and training plans finalized
- Selection and training of trainers from Pilot districts
- Voluntary administration of a teacher perception survey aligned to the TILS to provide feedback to principals and inform the summative evaluation
- Summative report on Pilot evaluation process sent to all directors

■ Summer 2014

- 1 day required training and certification test for all administrator evaluators in 8 CORE regions

■ Fall/Winter 2014-15

- Follow up training and support through Principal & Supervisor Study Councils for both evaluators and those being evaluated in 8 CORE regions

Leader Preparation Program Approval

- Interim review of 19 leader prep programs
 - Gather key evidence of TILS implementation
 - Partner with THEC to incorporate data from the School Leader Study
 - Review evidence and provide SBE with recommendations
- Proposed Timeline

